



Recruitment and Retention of Teachers in Missouri Public Schools

A Report to the Missouri General Assembly

December 2017

2017 UPDATE
RECRUITMENT AND RETENTION OF TEACHERS IN MISSOURI PUBLIC SCHOOLS
A REPORT TO THE MISSOURI GENERAL ASSEMBLY

The following information provided is in regards to the Recruitment and Retention of full time teachers in Missouri.

Several key areas that were analyzed are

- demographics of the teacher workforce and demographics of the student population;
- age and experience of teachers for mentoring needs and continued professional development; and
- teacher retention and teacher attrition data.

Teacher Workforce Demographics

Gender & Race, Ethnicity

- The total number of classroom teachers increased by 0.71 percent from 2016 to 2017.
- The percentage of teachers who are black and other ethnicities increased to 6.9 percent from 6.5 percent.

Age & Experience

- Teachers with 10 or fewer years of experience represent 50.3 percent of our teachers and there was a 3.9 percent increase in teachers with five or fewer years.

Teacher Workforce Dynamics

- Through 2016, the percentage of first-year teachers who left the classroom with less than three years increased by 7.9 percent compared to the previous year.
- Through 2013, the percentage of first-year teachers who left the classroom after five years increased by 17.7 percent compared to the previous year.
- District hiring rates are at 11.5 percent, which is an increase of 0.4 percent from 2016.
- The percentage of district new hires who were first-year teachers decreased by 0.4 percent.

Gender and Race/Ethnicity Trends 2011-2017

School Year	2011 - 12	2012 - 13	2013 - 14	2014 - 15	2015 -16	2016 -17
Total Teachers	68,896	69,025	69,407	69,859	69,683	70,153
GENDER						
Female	78.6%	78.6%	78.4%	78.5%	78.4%	78.4%
Male	21.4%	21.4%	21.6%	21.5%	21.6%	21.6%
RACE/ETHNICITY						
White	93.3%	93.3%	93.2%	93.5%	93.5%	93.1%
Black	5.3%	5.2%	5.2%	4.9%	4.9%	5.2%
Other¹	1.4%	1.5%	1.6%	1.6%	1.6%	1.7%

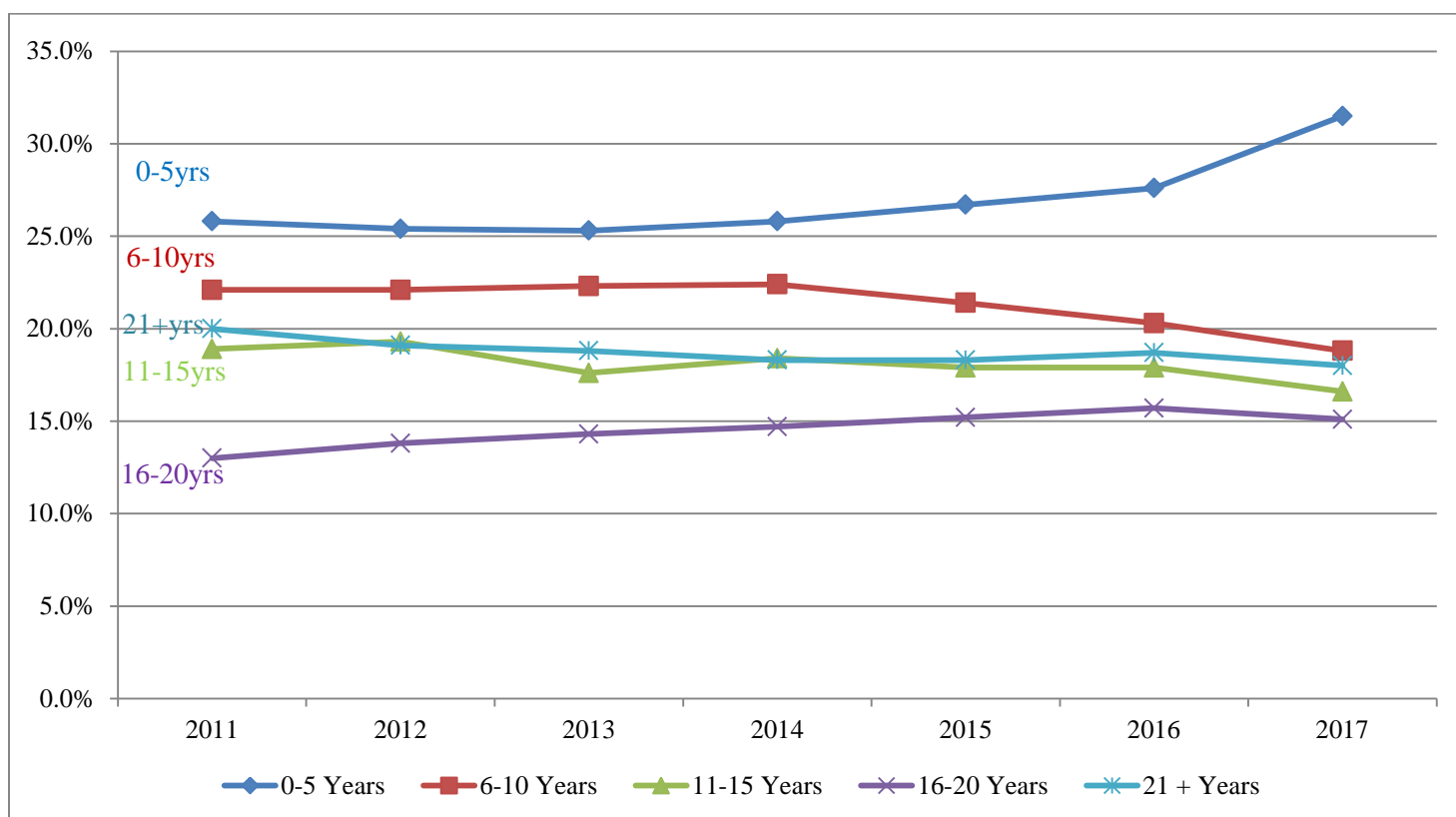
¹ Refers to all non-white, non-black race/ethnicities

Age Group 2011-17

AGE GROUP	2010 - 11	2011 - 12	2012 - 13	2013 - 14	2014 - 15	2015 - 16	2016 - 17
20-29	15.6%	14.9%	14.9%	15.4%	15.5%	15.6%	15.8%
30-39	29.8%	30.8%	30.8%	30.8%	30.9%	30.9%	30.5%
40-49	25.3%	25.9%	25.8%	26.9%	27.6%	27.8%	28.6%
50-59	21.9%	20.9%	20.8%	19.3%	19.2%	19.0%	18.6%
60 +	7.4%	7.5%	7.7%	7.6%	6.8%	6.7%	6.5%

Years of Experience 2011-17

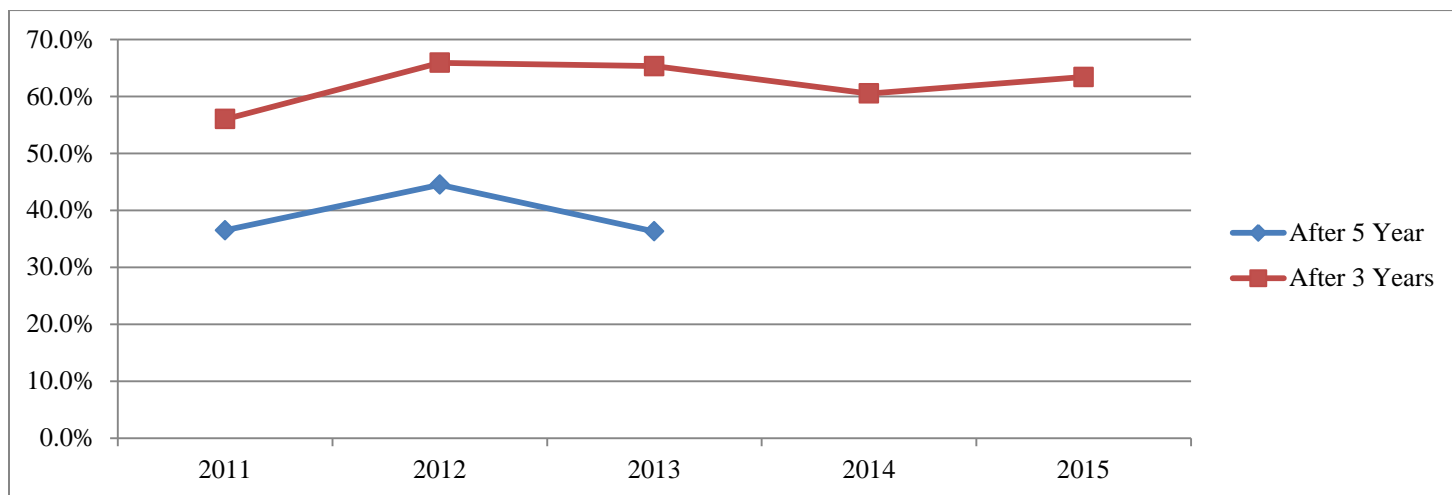
YEARS OF EXPERIENCE	2010 - 11	2011 - 12	2012 - 13	2013 - 14	2014 - 15	2015 - 16	2016-17
0-5	25.8%	25.4%	25.9%	25.8%	26.7%	27.6%	31.5%
6-10	22.2%	22.2%	22.7%	22.6%	21.5%	20.3%	18.8%
11-15	18.9%	19.3%	17.9%	18.4%	17.9%	17.8%	16.6%
16-20	13.1%	13.9%	14.6%	14.7%	15.4%	15.7%	15.1%
21+	20.0%	19.2%	18.9%	18.5%	18.5%	18.6%	18.0%

Percent of Teachers Years of Experience 2011-17

Missouri's Public School Work Force 2011-17

School Year	2011 - 12	2012 - 13	2013 - 14	2014 - 15	2015 - 16	2016 - 17
Total Teachers	68,896	69,025	69,407	69,859	69,683	70,186
First-Year Teachers	4,524	4,352	4,501	4,476	4,273	4,387
% of First-Year Teacher Retention						
After 3 Years²	56.0%	65.9%	65.3%	60.5%	63.4%	N/A
After 5 Years³	36.5%	44.5%	36.3%	N/A	N/A	N/A

**N/A means "data not yet available." For example, for those who were first-year teachers in 2016, the percentage of retention for the first three years will not be known until 2018, when three full years have passed.*

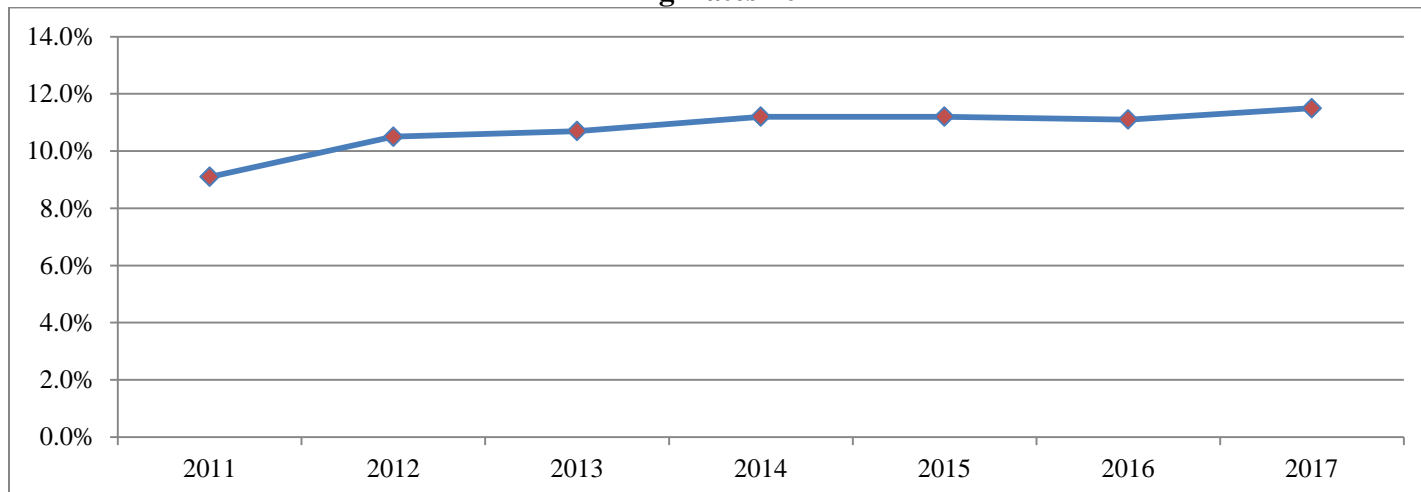
Teacher Retention in Missouri's Public School Work Force 2011-2015

² Refers to first year teachers still teaching in a public school after 3 years

³ Refers to first year teachers still teaching in a public school after 5 years

Hiring & Retention Rates 2011-17

School Year	2011 - 12	2012 - 13	2013 - 14	2014 - 15	2015 - 16	2016 - 17
Total Teachers	68,896	69,025	69,407	69,859	69,683	70,153
District New Hires	7,203	7,377	7,745	7,840	7,714	7,986
Teacher Hiring Rate⁴	10.5%	10.7%	11.2%	11.2%	11.1%	11.5%
Over All Teacher Retention Rate	89.5%	89.3%	88.8%	88.8%	88.9%	88.5%

Hiring Rates 2011-17**Teachers Entering Missouri's Public School Work Force 2011-17**

School Year	2011 - 12	2012 - 13	2013 - 14	2014 - 15	2015 - 16	2016 - 17
Number of Individual Initial Certificates Issued	7,307	6,706	7,838	7,773	7,180	6,626
Number of Multiple Initial Certificates Issued	8,081	7,637	8,088	8,724	9,229	9,020

⁴ Refers to the need to fill any educator position regardless of the reason the position became vacant

District New Hires 2011-17

School Year	2011 - 12	2012 - 13	2013 - 14	2014 - 15	2015 - 16	2016 - 17
Total New Hires	7,203	7,377	7,745	7,840	7,714	7,986
First-Year Teachers	63.0%	59.0%	58.1%	56.7%	55.3%	54.9%
From Another District	32.6%	36.0%	36.5%	37.5%	38.6%	38.6%
From Out-of-State	4.4%	5.0%	5.4%	5.8%	6.1%	6.5%

District New Hires 2011-17
